

79-1992/8

PERS 79-5189

24 September 1979

MEMORANDUM FOR: General Counsel

FROM : Deputy Director of Central Intelligence

SUBJECT : Statutory Authority for Proposed Senior Intelligence Service (SIS) System

1. As you know, you have participated in meetings to help design the proposed CIA Senior Intelligence Service system. I have directed the Office of Personnel to implement the proposal effective 1 October 1979.

2. Would you please formally review and certify to me as soon as possible before the 1 October date that all legal aspects of the proposal are within the Agency's authority and apprise me of any other concerns you may have on the proposal.

3. This is a far-reaching initiative which, if properly designed and implemented, will have a fundamental effect on the Agency personnel management system. If the program supervisors conscientiously perform as expected under this system, I expect more effective and more efficient achievement of Agency-wide goals.

4. It is also true, however, that those who will not share in performance awards and bonuses a year from now may formally register their dissatisfaction with the system. We can handle that through existing grievance and personnel systems. I do want to be assured formally, however, that there is no legal basis to attack the system we are about to launch.

5. I would appreciate your personal priority attention to this major Agency initiative.

[Redacted Signature Box]

Frank C. Carlucci

cc: DCI
D/Personnel
SA/DDCI [Redacted]

STAT

Comments Relative to Basic Proposals CIA/SESDDOCOMMENT:

The DD/O clarifies his intent in recommending detailees from other Career Services for performance awards. He believes that Deputy Directors should have the option to recommending detailees for a performance award or to forward to other Career Services' heads for action.

COMMENT:

The proposed conversion on Page 51 results in serious imbalances in number of senior positions at various levels.

PROPOSED SOLUTION: Make initial conversions to President's revised pay scales:

SIS-1	\$47,889
SIS-2	\$49,499
SIS-3	\$51,164
SIS-4	\$52,884
SIS-5	\$54,662
SIS-6	\$56,500

During the course of the year will look at possibility of breaking each SIS level into three salary ranges.

DDS&TCOMMENT:

Concerned that maybe trying to define and implement a system too hastily. Proposes that the Agency issue a notice of intent to established an SES, including outline of proposed structure. Commitment to furnish additional details around 1 November. Possible members ask to declare intentions with respect to joining SIS at that time.

COMMENT:

We should look more carefully on how to deal with SPS specialists. States that SPS officers currently not subject to same incumbency ceiling imposed on supergrades. Proposal would place SPS officers under one ceiling. Difficult to hire highly technical specialists.

SOLUTION: There is currently a ceiling on SPS officers (41), the same as on supergrades. Consequently, there would be no difference by including them as SIS personnel.

By including SPS in the SIS it permits them to participate in the receipt of performance awards.

It is advantageous to the Agency in that it simplifies the accounting system.

COMMENT:

S&T expresses concern about possible adverse morale aspects of 50 percent limitation on performance awards. Suggest reducing the group receiving no awards to 10 or 20 percent. Argues there are a few average or mediocre SPS supergrades in CIA in absolute sense. Suggest possibility of 4 or 5 percent of base pay should be made available to the 20/50 percentile performers.

SOLUTION: Believe it politically unwise for the Agency to establish this type of award system. The law states 50 percent. Believe DCI could be accused of abusing his special authorities.

COMMENT:

Should re-examine the process for interleaving the Career Services' individual recommendations. Maybe preferable to agree that a fixed percentage of members in each Career Service will be eligible for performance awards and leave to individual Career Services to identify them.

SOLUTION: This recommendation would eliminate one of the areas of checks and balances to ensure that the system is fair and equitable.

COMMENT:

Concerned that there is potential for abuse and disabuse arising from the members of the SES if firm and clear ground rules for administering are not defined. Of particular importance is the allocating of bonuses to executive pay scale levels. Suggest there should be consideration awards proportionate to levels of responsibilities.

SOLUTION: This is a matter that will be considered in annual performance award, advice given to the DDCI by the Director of Personnel in collaboration with the Comptroller. Should be concerned about the impact on morale of top brass receiving large bonuses.

RMS & CTS

COMMENT:

It is suggested that the system be called the DCI's Senior Intelligence Services, applicable to all organizational elements of both CIA and ICS.

SOLUTION: No disagreement with this proposal.

COMMENT:

Management structure. ICS proposes to establish a Performance Review Board which would be equivalent to the Director's Senior Resources Board, It is proposed that this Board be chaired by the CIA Director of Personnel.

SOLUTION: No objection to this proposal.

NAFC

COMMENT:

Need specific proposal on what happens to those who do not elect to join SIS.

SOLUTION: Position will be designated SIS. Individual may remain in job unless management wants to move SISer into the job, otherwise; no promotions, no accrual of annual leave, no sabbaticals, no reassignment except to GS-15 slots.

COMMENT:

Advanced work plan needs be addressed.

SOLUTION: Will be worked by Office of Personnel.

COMMENT:

Supports Comptroller Paragraph 2 that DDCI can allocate on, other than pro rata basis.

SOLUTION: Agree.

COMMENT:

The percentages for performance awards in the classes are too constraining.

SOLUTION: These are examples but advice would be provided D/Pers in collaboration with the Comptroller for each annual awards.

COMPTROLLER

COMMENT:

Recommends separation of promotion process from performance award.

SOLUTION: Promotions could be handled as they are today. Handle performance awards go through PRC.

COMMENT:

Allocation of awards on other than pro rata basis.

SOLUTION:

Agree.

COMMENT:

Must fight tendency to use performance award to relieve salary compression.

SOLUTION:

Agree.

COMMENT:

Questions PRC made up of Associate Deputy Directors overruling their Deputy Directors.

SOLUTION: Law requires central review point. Could put Deputy Directors on PRC vice ADD's.

COMMENT:

Should be a section in proposal on confidentiality.

SOLUTION: Believe the statement on PAR is sufficient.

COMMENT:

Little discussion on Advanced Work Plan.

SOLUTION: This will be first action to be addressed by OP on implementation of the plan. This effort will be coordinated with the Career Services and Executive Committee.

COMPTROLLER (continued)

COMMENT:

Believes can implement by 1 October. Must be basic points that employees must understand: a) Advanced Work Plan; b) How awards approved and; c) What are reward and penalties associated with participation?

SOLUTION: Agree. These are immediate tasks for OP.

D/EEO

COMMENT:

Concern for requirement of Affirmative Action. Recommends: a) D/EEO on PRC; and b) Directorate EEO Officers on Directorate SRB.

— non voting member — ?

SOLUTION: Do not agree with any of these recommendations. Directorate EEO Officers grades range from GS-12 to GS-15 and should not be involved with determinations on SIS officers.

IG

COMMENT:

Concern that could be reprisals against inspectors.

SOLUTION: This could be the case for many disciplines, must depend integrity of the review system.

COMMENT:

Makes reference to grievance regulations.

SOLUTION: No comment.